

The Office of the Inspector General
United States Army Fires Center of Excellence

For the
Order & Discipline



A publication for the Soldiers, Army civilians and families at Fort Sill, Oklahoma

CONTENTS

Inspector
General
Mission

The Office of the Inspector General provides assistance, teaches and trains and conducts inspections and investigations as directed by the Commanding General for and throughout the United States Army Fires Center of Excellence and Fort Sill in order to assist commanders in achieving disciplined and combat-ready units and to maintain the operational effectiveness of the command.

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|----|---|----|
| 01 | “R-E-S-P-E-C-T!” Lt. Col. Cynthia P. Henderson | 3 |
| 02 | Diversity and inclusion in the US Army Master Sgt. Warren L. Jenkins | 4 |
| 03 | Inspector general appropriateness Lloyd E. Dixon | 5 |
| 04 | Army inspection potential updates Capt. Jedidiah Z. Schlissel | 6 |
| 05 | Upcoming inspections | 7 |
| 06 | Fitness and appearance under transition Sgt. 1st Class Regan L. Davis | 8 |
| 07 | Inspector general assistance Capt. Alistair M. Alexis | 10 |
| 08 | Fort Sill Inspector General outreach | 12 |
| 09 | Fort Sill Inspector General events | 13 |
| 10 | Assistance trends for Fort Sill | 16 |
| 11 | Evaluation appeals and corrections Sgt. 1st Class Eric J. Ballheimer | 18 |
| 12 | Online misconduct Sgt. 1st Class Adam M. Mays | 20 |
| 13 | Taxes Sgt. 1st Class George T. Schwarz | 22 |
| 14 | On-post weapon registration Sgt. 1st Class Kenneth M. Prevatt | 24 |
| 15 | Army IgnitED Sgt. 1st Class Jacob Z. Maxwell | 25 |
| 16 | Subsistence allowance Sgt. 1st Class Bradley K. Close | 26 |
| 17 | Uniform and appearance updates Sgt. 1st Class Julian M. Maez | 28 |

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and not the Department of Defense or its elements. The content contained within does not necessarily reflect the U.S. Army's position or supersede information in other official publications.

Purpose: Originally distributed as the FCoE IG Bulletin, a monthly publication, this format features a wider variety of topics that affect the Fort Sill population. The contents exemplify a component of our Teaching and Training function to improve command readiness and warfighting capability for units across the installation.

“R-E-S-P-E-C-T!”

By Lt. Col. Cynthia P. Henderson, command inspector general



You will earn more respect the more that you show courtesy to others and treat others how they want to be treated. “Respect.” How many of you can recall the song written by the late Otis Redding? Though catchy when sung by the late Aretha Franklin, this song served as a celebrated rally cry. The intent was to remind all of the importance of treating the disenfranchised the same way they desired to be treated. While we may be able to recite lyrics to a song, we must also be able to conduct ourselves accordingly.

As dedicated and diversified members of a Profession of Arms, we each come with our own set of pre-established beliefs. Because of this, it is paramount to rely upon ties which bind us together. For Soldiers, our ties are the Army Values. Built upon the seven core components of: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage, the Army Values govern all service members regardless of rank or position. Although each value is critical, we will discuss the importance of respect in the military, in light of many cases that Team IG receives.

Being an honorable leader in the Army highlights that you treat your subordinates with dignity, especially when the need to conduct difficult conversations arise. Whether you have to counsel a Soldier on a family financial support request, or a negative efficiency report, seasoning your feedback with respect, versus disparaging comments, goes a long way. Understand while the discussion may be difficult for you to have, the message is much more crushing to hear. If the roles were reversed, how would you desire to be treated?

Every one of us is expected to treat each other with respect. As the commanding general has stated before, we

must drive Army Values down to the lowest level. We endeavor to do this while expecting others to do the same. In addition, we must maintain self-respect. You cannot fully respect another Soldier or civilian if you do not respect yourself first. We must remember that the Army is a people business and every member's contributions are important. In addition, respecting your fellow subordinates, trainees, or drill sergeants, means protecting them in all situations, providing professional oversight when required and clearing the path from mission obstructions. Doing so is a threefold-win to the Soldier, organization and yourself. Therefore, respect in the Army ensures that the duties of both the seniors and the subordinates are successfully completed.

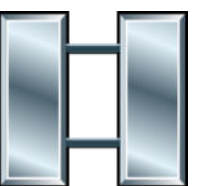
Conversely, displaying a lack of respect may and will hinder development of effective leaders. This is usually accompanied by apathy, a lack of vision, refusal to accept the tangible differences of others, and miscommunication. Disrespect from either party is never the goal regardless of rank, position, or education. Furthermore, it can lead to loss of trust, confidence and stymie forward progression. The best method to respectfully combat this is to maintain open lines of communication. Moreover, we must be willing to actively listen to what is being said.

In closing, “R-E-S-P-E-C-T,” as with the Army Values, well, I know what they mean to me. As for those Soldiers who have gone before and those who will come after, they govern our code of conduct. Respect is just one of the values, yet it is critical to ensure unity of effort within our Army. Respecting our peers, subordinates, civilians, seniors is also key to the continued mission success of Fires Center of Excellence.

“Droit-et-Avant”

(Continued on page 27)

COMMAND CORNER



Diversity and inclusion in the US Army

Master Sgt. Warren L. Jenkins, inspector general NC01C



Fires Strong, Team Sill! Throughout our nation's history senior leaders within the Department of Defense and United States Army recognized the importance of diversity and inclusion. Because these issues matter, senior leaders emphasize, bring awareness, require training, and focus attention on this subject. The initiatives "People First" and "Winning Matters" are only two examples in which senior leaders seek to educate and recognize Soldiers, Army civilians and their family members to set an example and encourage better work environments.

The Army defines diversity as the different attributes, experiences and backgrounds of our Soldiers, civilians and family members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army. What makes our Army strong is having well rounded multi-cultured individuals that make up a team and a team of teams in order to accomplish the mission and improve the organization. The concept of diversity encompasses acceptance and mutual respect for one another, able to understand that each individual is unique, and that we will all have differences. You can see here on Fort Sill in the training units, and units across the instillation examples of how civilians can come together during basic and advance training from all walk of life to start their journey in the U.S. Army by working together to achieve a common goal.

Inclusion is a process that cultivates a work environment that connects Soldiers, civilians and family members. It is an atmosphere that encourages collaboration, flexibility and fairness and leverages diversity so that all are enabled to participate and contribute to their full potential. The way we include our foreign allied Army's in the different schools which we offer right here in order to teach and train, and work with other nations is

just one way we exercise inclusion across the force.

Some of the immediate efforts that Army senior leaders have taken to drive home diversity and inclusion are by removing Department of the Army (DA) photographs from promotion board files, commissioning a board review to produce a report on diversity and inclusion – this directly led to the recent changes in AR 670-1, and effort to capture the different unique physical characteristics of all Soldiers. In the long term, top level DA leaders are assisting Army leaders in re-emphasizing existing policy and highlighting potential changes in policy. The Defense Advisory Committee's very existence is to maintain and increase focus on diversity and inclusion, along with the continued recognition of diversity and inclusion with the widespread observances of Army Heritage Month activities.

To bring it home, Fort Sill continues to find ways to keep focus on this diversity and inclusion effort, and not lose focus on some of these important topics under discussion at the senior levels. Each one of us plays a part in figuring out and maintaining a balance between diversity and combatting sexual harassment, sexual assault and extremism. At the Inspector General office, we continue to stand ready to assist, train and support our military and civilian community through the four functions of assistance, inspections, investigations and teaching and training.

For more information on these subjects please refer to AR 600-100 Army Profession and Leader development, AR 600-20 Army Command Policy and AR 6-22 Army Leadership.

Master Sgt. Warren L. Jenkins entered active duty as a 13B, cannon crewmember in January 2001. He has served in various positions including platoon sergeant, battalion master gunner, battalion operations noncommissioned officer in charge, and most recently battery first sergeant in the 101st Airborne Division (Air Assault). Jenkins has been serving as an inspector general at the USAFCEFS Office of the Inspector General since September 2020.

Inspector general appropriateness

By Lloyd E. Dixon, deputy inspector general



"I'll just go tell the Inspector General." How often have you heard someone use this phrase? More than once, I am sure. Contrary to popular belief, telling a thing to the IG does not necessarily mean you have an issue that is IG appropriate. People want quick responses and resolutions, regardless of how old or new their issues are, especially when presented to the IG. When individuals make contact with the IG, they expect immediate change. Sometimes that happens, but, in most occurrences, it does not, and there are many reasons for that. The role of the IG is not to order a quick and handy resolution, but rather make recommendations. Complaints must be presented to an IG in a timely manner in order for the IG to resolve them effectively.

Just how does the IG determine if the issue you present is IG appropriate? The IG conducts a preliminary analysis of the information received. Preliminary analysis comprises a thought process IG uses to determine who (what agency) can resolve the problem and how to resolve it. This preliminary analysis could take a few minutes, a few hours or a few days. Hearing this is not what most people care to hear. Most issues the IG receives are command issues. Again, this is not what most people want to hear. The IG is an extension of the eyes and ears of the commander; therefore, the IG encourages everyone to utilize their respective chain of command and resolve issues at the lowest level before elevating to the next higher level per AR 600-20.

IGs always try to work with and through the chain of command to ensure the IG system is viable and involved. For example, a Soldier failing to provide support to a family member is a command responsibility. The role of the IG in this instance is to inform the command of the regulatory requirements of AR 608-99

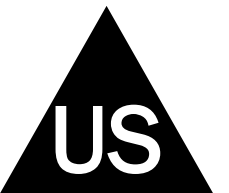
and ensure the command takes appropriate action.

Many issues brought to the IG are situations governed by a law or regulation which provides Soldiers, civilians, family members, and retirees an existing due process system for remedy or means of redress. Individuals requesting IG assistance for these types of issues must seek and exhaust all available prescribed redress or remedy processes before an IG can provide assistance. IGs are not authorized to assist individuals in drafting their requests for redress or remedy. Once the complainant has exhausted all available redress procedures, and the procedures are complete, the IG is limited to a review of the redress process (or due-process review) to determine if the Soldier was afforded the due process provided by law or regulation. Examples of situations where specific redress, remedy, or appeals procedures are applicable include, but are not limited to, the following:

- (1) Courts-martial actions and trial-related appeals.
- (2) Non-judicial proceedings, appeal denial, and/or imposition of punishment.
- (3) Officer evaluation reports.
- (4) NCO evaluation reports.
- (5) Enlisted reductions.
- (6) Type of discharge received.
- (7) Pending or requested discharge.
- (8) Financial liability investigations of property loss.
- (9) Relief for cause.

In all cases, when a complainant is made to the IG, our office documents the request and refers the individual to the agency best equipped to address their issue in the case that it is not appropriate for the IG to address.

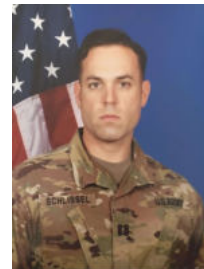
Lloyd Dixon entered civilian service as an assistant inspector general, in 2008. He has been serving as the deputy inspector general at the USAFCEFS Office of the Inspector General since April 2010.



Preliminary analysis comprises a thought process IG uses to determine who (what agency) can resolve the problem and how to resolve it.

Army inspection potential policy updates

By Capt. Jedidiah Z. Schlissel, chief of inspections



Based on guidance from the Secretary of the Army, The Inspector General (TIG) has initiated a revision of the Army Inspection Policy as outlined in Army Regulation (AR) 1-201. The currently active edition dates from February 2015.

The staffing process is currently under way, with a projected completion and publication goal of fiscal year 2022. This revision includes proposed changes from TIG's Campaign Objective 5.0 to redesign the Army Organizational Inspection Program (OIP) in a way to establish the program as a system to maintain unit excellence uniformly across the force. The revision's goal is to ensure the regulation fully supports the needs of commanders at all levels and the rigors of current and future operational environments, regional force alignment, and the warfighting readiness of our Army. To that end, TIG's intent is to establish a clear recommended or required frequency for all OIP components directly related to increasing Army readiness, clearly required by up-to-date Army regulatory guidance, and realistically achievable by a staff of non-subject-matter experts. Let us review some of the proposed changes under consideration, looking at some of those affecting the OIP overall and one of its subcategories, command inspections.

As part of an Inspector General's (IG) initial training at the schoolhouse, instructors stress that local IGs should highly recommend to our units and directing authority, the local commanding general, that the organization's second in command, very often an executive officer or deputy commander be OIP coordinator. This revision, could change the "should" to a "will," as it proposes a mandate that commanders designate the deputy commander, executive officer, or similar individual assigned as the second in command to serve as the organization's OIP coordinator. Its purpose is to increase the visibility of the OIP and en-

sure inspection-related tasks and responsibilities are better coordinated across the staff.

"The OIP Guide for Commanders" has been in publication for some time, most recently revised March 2020, but it has never been officially referenced in regulation. The current revision proposes adding "The OIP Guide for Commanders" as a key reference tool to assist commanders in developing their OIPs. The guide provides specific guidance on developing OIPs, and is available on the U.S. Army Inspector General School's website (https://tigs-online.ignet.army.mil/Guides_Ref/OIP%20Guide%20for%20Commanders.pdf). This pending AR revision also proposes deleting the elements of Army inspections from the regulation itself, though the elements would still exist in the OIP guide. These five basic elements would continue to permeate the character, approach and structure of Army inspections. They are (1) measure performance against a standard, (2) determine the magnitude of the problem(s), (3) seek the root cause(s) of the problem(s): don't know, can't comply, or won't comply (See Sgt. 1st Class Castillo's examination of root cause analysis, FY20Q4 issue, page 8), (4) determine a solution, and (5) assign responsibility.

Within the OIP, the category of "command inspections" is also under scrutiny for potential changes. This revision proposes establishing a requirement for commanders, program managers, and directors to report the execution of all Initial Command Inspections (ICIs) to the first commander in the chain of command with an assigned Army IG. This has to do with the different Army commands (more often referred to as ACOMs) represented on any given installation, which form the basic organizational structure of IG components, such as Forces Command (FORSCOM), Training Command (TRADOC), Medical Command, Installation Management Command, as well as

(Continued on page 7)

The revision's goal is to ensure the regulation fully supports the needs of commanders at all levels and the rigors of current and future operational environments, regional force alignment, and the warfighting readiness of our Army.

Upcoming inspections

| Date | Agency | Topic | Units Affected |
|------------------------|-----------|---|--|
| 19-23 APR 2021 (tent.) | TRADOC IG | OIP (virtual) | FCoE HQ., 428th FA BDE, 434th FA BDE, 30th ADA BDE |
| 03-14 MAY 2021 | FCoE IG | Counseling | FCoE HQ., 428th FA BDE, 434th FA BDE, 30th ADA BDE, 77th Army Band, DOTD |
| 01-11 JUN 2021 | FCoE IG | Army Values | 428th FA BDE, 434th FA BDE, 30th ADA BDE |
| 21-25 JUN 2021 | DA IG | Army Enlistment Program (on-site and virtual) | 428th FA BDE, 30th ADA BDE |
| 02-13 AUG 2021 (tent.) | FCoE IG | Army Voting Assistance Programs | FCoE HQ., 428th FA BDE, 434th FA BDE, 30th ADA BDE |
| 06-17 SEP 2021 (tent.) | FCoE IG | Army Combat Fitness Test Implementation | FCoE HQ., USAG, 428th FA BDE, 434th FA BDE, 30th ADA BDE |
| TBD | FCoE IG | Special Conditioning | FCoE HQ., USAG, 428th FA BDE, 434th FA BDE, 30th ADA BDE |

Army inspection potential policy updates

(continued)

Army Reserve and National Guard, to name a few – as each ACOM has their collocate IG. This has expression in the following examples: A 31st ADA Brigade commander would report results of a brigade-level ICI to the 32nd AAMDC commander, or 75th FA Brigade to the III Corps commander, and these commands, similarly to FORSCOM. Alternately, for an ICI within a TRADOC brigade, such as 434th FA Brigade, that commander would deliver its ICI report to the Fort Sill commander.

This reporting of ICIs to higher commanders nests with another potential requirement for command IGs to track the reported completion of all ICIs and provide a quarterly summary to their directing authority, that is, their respective commanding general. As it stands, the local IG takes no controlling or tracking role in units' conducting ICIs beyond training unit inspectors prior to their execution, and any other advice or help upon unit request. Also of note, the revision proposes deleting the requirement for initial command inspection results to be included as part of an inspected unit's deployment records, thus lessening some pre-deployment requirements.

Another realm of possible change involves the employment of subsequent command inspections. Currently, regulation presents these as an optional action

that commanders may elect to conduct on subordinate units. The revision may elect to confirm these inspections as optional, but TIG is seriously considering reestablishing these inspections as a requirement. Time will tell.

Until the revision's publication, the Army Inspection Policy and any correlating inspection operations remain unchanged until potential alterations become final. Regardless, it is helpful, and perhaps interesting, to see the direction in which the Army is considering to take in altering its OIP implementation requirements. As is the case with the other three functions of the IG, Inspections' ultimate goal is to inform commanders on the state of their formations and maximize Army units' readiness and warfighting capability. "The art of war teaches us to rely not on the likelihood of the enemy's not coming, but on our own readiness to receive him; not on the chance of his not attacking, but rather on the fact that we have made our position unassailable." – Sun Tzu

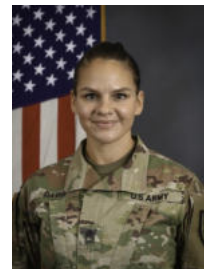
Capt. Jedidiah Schlissel entered active duty as a 13A, Field Artillery officer, in 2011. He has served in various positions including battery commander, fire support officer and multiple launcher rocket system platoon leader. Schlissel has been serving as a division branch chief at the USAFCoEFS Office of the Inspector General since May 2019.



The current revision proposes adding "The OIP Guide for Commanders" as a key reference tool to assist commanders in developing their OIPs.

Fitness and appearance under transition

By Sgt. 1st Class Regan Davis, assistant inspector general



The United States Army has officially retired the Army Physical Fitness Test (APFT) and its replacement, the Army Combat Fitness Test (ACFT) should be ready to take over within the calendar year. In light of this time of transition, with the addition of COVID-19 restrictions, let us go over some of the current provisional and transitional guidance. Specifically, we will review its effects on evaluations and the Army Body Composition Program, as laid out in Army Regulation (AR) 600-9.

Army Directive (AD) 2020-06 established the ACFT as the Army's test of record beginning on Oct. 1, 2020, and with it, terminated the APFT on Sept. 30, 2020. Since the beginning of fiscal year 2020, all Soldiers were authorized to take the ACFT assessment. No adverse administrative actions will be taken against a Soldier based on failing an ACFT until further guidance is published. Congress directed the ACFT as under review to determine if the test would "adversely impact members of the Army stationed or deployed to climates or areas with conditions that make prohibitive the conduct of outdoor physical training on a frequent or sustained basis." Senior officials believe the review of the ACFT mandated by congress will be complete this fiscal year. Since its inception and launch, the ACFT has altered slightly, and will likely continue to evolve over time.

In this time between regulation-backed physical tests, Soldiers evaluations must reflect this provisional, inter-test phase. While under review, the Army's evaluations branch will no longer process evaluation reports that contain ACFT comments, regardless of the context used. A passing score on the APFT remains valid until March 21, 2022, for

any purpose requiring a passing APFT or score. This provisory includes, but is not limited to, professional military education or functional courses. If the Soldier does not have a record APFT within 12 months prior to their through date, their rater will select "NO APFT." If the rated Soldier is on temporary, permanent profile or not eligible for another fitness test, the rater must follow the current Army evaluation policy as outlines in DA PAM 623-3 until a change in policy is required.

Height and weight requirements have not changed, and leaders will administer these standards in accordance with AR 600-9. Soldiers must still comply with height and weight requirements. Compliance with AR 600-9 and its height and weight standards applies at all times. Commanders may execute the monthly ABCP assessment providing they take the obligatory COVID-19 mitigation measures. The approval for height and weight is the company or battalion commander. The commander is responsible for the safety of their personnel and will verify that COVID-19 mitigation measures are taken. For the purposes of a Soldier's evaluation, if there is no unit weigh-in in compliance with AR 600-9, the rater will enter the Soldier's height and weight as of the through date. For evaluation reports with a through date of March 11, 2020, or later, where height and weight were not administered due to COVID-19 restrictions, the rater will cite MILPER Message 20-87. Raters will enter narrative comment specific to COVID-19.

The Army will continue to collect performance data and assess standards and requirements to ensure the ACFT best meets the needs of the Army and our Soldiers. The Department of the Army needs to know about units' implementation process. To that end, the USAFCEFS commander has tasked the Inspec-

(Continued on page 9)

If the Soldier does not have a record APFT within 12 months prior to their through date, their rater will select "NO APFT."

Fitness and appearance under transition

(continued)

tor General's office with assessing our installation's measures on implementing the ACFT. More information to follow.

References used MILPER Number: 20-087, "Policy and Processing Guidance in Response to Novel Coronavirus Disease (COVID-19) Impacts to the New DA Form 1059 Series Academic Evaluation Reports (AERs), DA Form 67-10 Series (OER), and DA Form 2166-9 Series (NCOER)" (March 27, 2020), Army Directive 2020-06, "Army Combat Fitness Test" (June 12, 2020), MILPER Message

21-056, "Evaluation Entry System (EES) 4.3.0 Release of System Hard-Stop and Soft-Stop Error Impacts to the DA Form 67-10 Series (OER), and DA Form 2166-9 Series (NCOER)" (Feb. 9, 2021).

Sgt. 1st Class Regan Davis entered active duty as a 92Y, unit supply specialists, in 2008. She has served in various positions including battalion logistics NCO, operations NCO and senior supply sergeant. Davis has been serving as assistant inspector general at the USAFCEFS Office of the Inspector General since August 2019.



ACFT 3.0 DATA COLLECTION PERIOD

MARCH 2021

The Army adds scoring for the Plank and develops a tiered score-banding concept by gender to incentivize individual ACFT performance.

ANNUAL ACFT FOR 2021

Active Army, AGR Soldiers must take two ACFTs. Reserve and Guard Soldiers must take one ACFT. 100% entered in DTMS.

NOW - MARCH 31, 2022

No adverse administrative actions will be taken Against a Soldier based on failing the ACFT; Army will publish updated ACFT personnel policy guidance.



Inspector general assistance

By Capt. Alistair M. Alexis, chief of assistance & investigation



The Inspector General (IG) has a variety of functions (four, to be precise: assistance; investigations; inspections; teach and train) that many Soldiers misunderstand. We will discuss the function of assistance, and how people can use our office's services to help them. We will discuss use of IG findings, IG confidentiality, a description and purpose of the IG's assistance function, and who may take advantage of the IG's services.

The IG's assistance function of the provides most of our workload. Many people think that IG primarily conducts investigations. Actually, IG investigations occur fairly infrequently, and only in one of two circumstances: 1) when criteria meet those for statutory Whistleblower Reprisal and 2) when specifically directed by the commanding general (CG).

For each of IG's functions, none may result in enacting punishment or initiating adverse actions, unless approved by The Inspector General of the Army.

For each of IG's functions, none may result in enacting punishment or initiating adverse actions, unless approved by The Inspector General of the Army.

allegations to his/her CSM only (excluding information related to senior-official allegations). See figures 1 and 2.

The IG's objective in the assistance function is to resolve complaints and issues for an individual using the IG action process. As part of the assistance function, the IG renders assistance, helps commanders to correct injustices, and attempts to eliminate conditions detrimental to the efficiency or reputation of the Army. In so doing, the IG records and analyzes data for corrective action and reports on the status of the Army through resulting trends. These generalized trends feed well into future identification of areas for IG inspections.

Accordingly, the IG provides Soldiers an avenue to correct injustices, whether real or perceived. This provides the Soldier with an alternative to the chain of command to help solve the problem. This office often engages the Soldier's chain of command in resolving a majority of cases that come to our office. Remember, the intention of this function is to assist commanders with improving readiness and warfighting capability.

There are no restrictions on who may request assistance from the IG. Anyone in any status may submit assistance requests. Here is a non-inclusive list: Active, Reserve, and National Guard Soldiers, Army family members, retirees, civilians. The IG is not always the proper agency for every issue that complainants present, but as long as the issue is Army-related or within the scope of influence of the Fort Sill installation, the IG office can identify and refer the issue to the appropriate agency for proper redress. If you do not know where to go for help with your particular issue, start here.

Capt. Alistair Alexis entered active duty as a 92R, Parachute Rigger, in 2005 and earned his commission as a 92A from Officer Candidate School in 2009. He has served in various positions including company commander, current operations officer and distribution platoon leader. Alexis has been serving as a division branch chief at the USAFCoEFS Office of the Inspector General since October 2020.

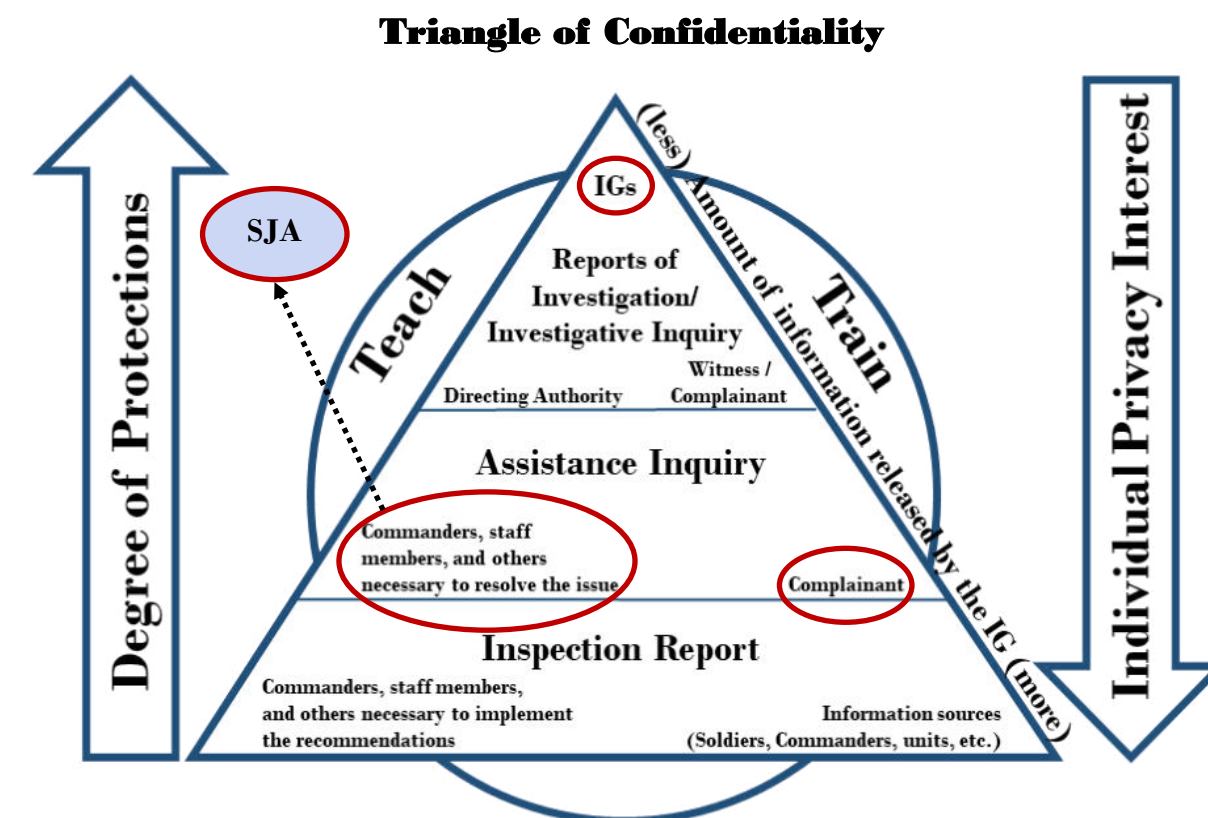


Figure 1: this diagram depicts the nature of IG confidentiality, who is in the triangle of confidentiality, and which types of IG information can be released. (AR 20-1, Figure 1-1.)

| Release of IG Records | |
|---|--|
| Release Authority (All IG Records): TIG (or designated representative) | |
| Purpose / Intended Use of Records | What can the Local IG Release? |
| Official Use (Within DA) | 1) Inspection Reports (Directing Authority); 2) ROI / ROII (Directing Authority); 3) "BIG 3" (DA Investigator): Nature of Allegations, Readily Available Documents, Witness List / Synopsis of Testimony |
| Adverse Action | Nothing: Request must be submitted to DAIG for TIG (only) approval |
| Official or unofficial use | NOTHING: FOIA request must be submitted to DAIG's Records-Release Office (only after case is closed) |



Figure 2: this chart shows what IG records may be released, by whom, and for what.

Fort Sill Inspector General outreach

Capt. Schlissel conducts a brief to Drill Sergeants at their installation orientation course



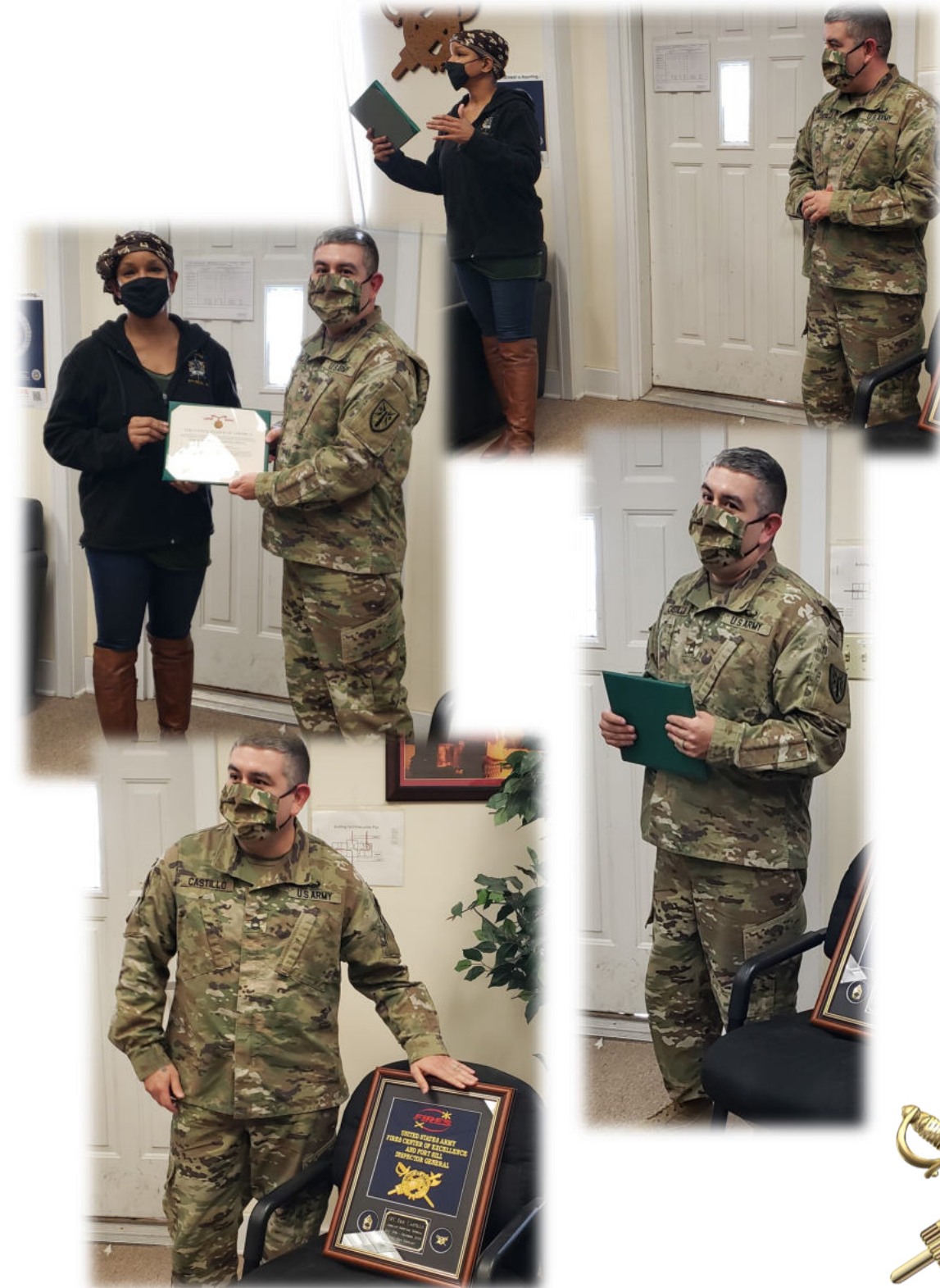
The Fort Sill Inspector General Office puts a lot of energy into our Teach and Train function. This office takes a preemptive, preventative and proactive approach to arming the Soldiers and workers on Fort Sill with the knowledge they need to be successful. Knowing is half the battle and the Fort Sill IG does their best to direct people to that knowledge.

Sgt. 1st Class Davis with incoming Drill Sergeants at the Drill Sergeant Orientation Course



We provide Soldiers an overview brief of the Office of the Inspector General, explain the core IG roles, functions and operating guidelines of Army regulations, identify issues, inspections and investigations internal to the USAFCo-EFS. Briefers discuss who can request IG Assistance, IG Appropriateness, IG trends, Whistleblower Reprisal, IG Scope and Confidentiality; they also highlight aspects of the IG which pertain to Soldiers now and in the future.

Fort Sill Inspector General events



Our office bid a fond farewell to Sgt. 1st Class Castillo, an exceptional Soldier and Inspector General. The office veteran, rivaled only our office's civilian, the deputy, Castillo left this office after more than 4 years spent serving and assisting thousands of Soldiers, civilians and families across the installation. Castillo and his family moved on to 32nd Army Air Defense Mission Command at Fort Bliss.



Fort Sill Inspector General outreach

Oath administration



Lt. Col. Henderson, the command inspector general, administered the inspector general oath on four inspectors general, Sgts. 1st Class Prevatt, Maez, Schwarz and Maxwell



Sgt. 1st Class Prevatt



Sgt. 1st Class Maez



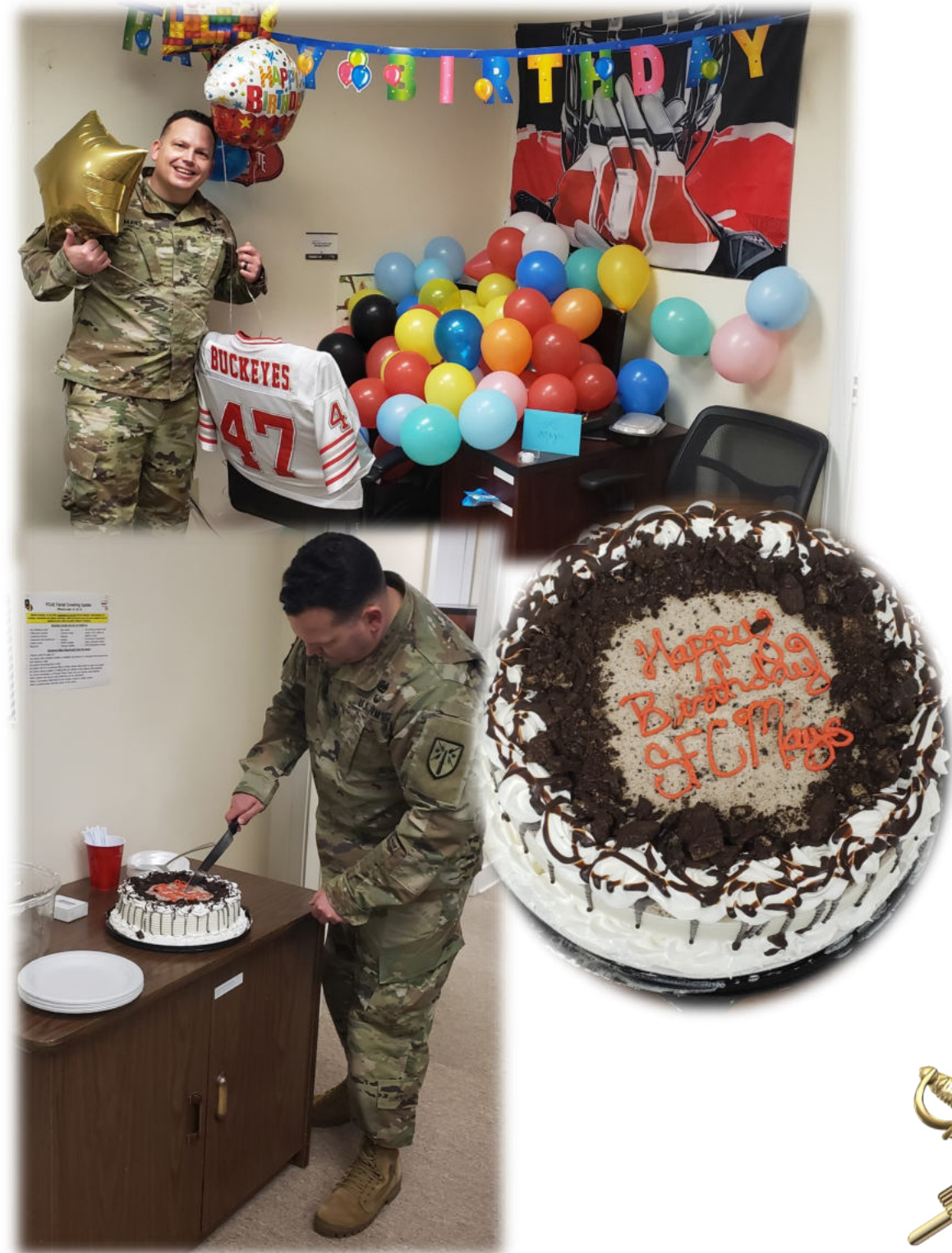
Sgt. 1st Class Schwarz



Sgt. 1st Class Maxwell

Fort Sill Inspector General events

Birthday



This office threw Sgt. 1st Class Mays an impromptu birthday celebration, replete with balloons and cake!

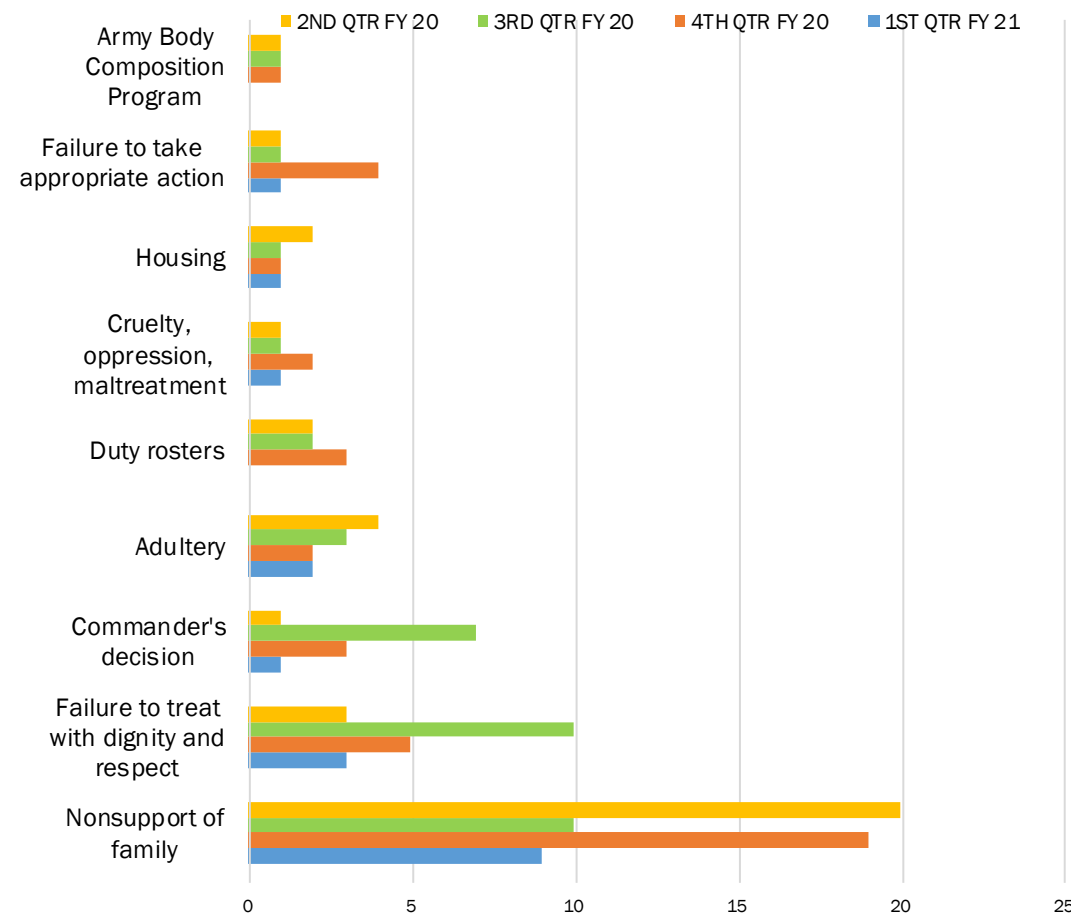


TRENDS

Trends for Fort Sill

Assistance and investigations

Fort Sill Inspector General Office cases: last 4 quarters



Top Five Major Categories †

- 1. Command/leadership issues (174/173) ↓**
 - Nonsupport of family (58/75) ↑
 - Dignity and respect (21/12) ↓
 - Commander's decisions (12/15) ↑
- 2. Personnel management – military (70/84) ↑**
 - Leave and pass (15/4) ↓
 - Flagging actions (10/15) ↑
 - Assignment orders (5/6) ↑
- 3. Personal misconduct (51/42) ↓**
 - Trainee abuse (13/2) ↓
- 4. Finance and accounting (13/25) ↑**
 - Permanent Change of Station (5/0) ↓
 - Allowances (4/2) ↓
 - Finance services (3/0) ↓
- 4. Sexual misconduct (16/34) ↑**
 - Adultery (11/19) ↑
 - Fraternization (2/2) ↔
 - Intimate (2/7) ↑
- Hazing (8/4) ↓**
- Cruelty, oppression, mistreatment (5/2) ↓**

†Legend: FY19Q2-FY20Q1 / FY20Q2-FY21Q1

↑ / ↓ / ↔ — increased / decreased / same number of assistance requests within the last 4 quarters compared with the preceding 4 quarters

TRENDS

Trends for Fort Sill

Assistance and investigations

Fort Sill Inspector General Office cases:
Comparing 1st quarter FY 2020 with 1st quarter 2021*

Why Soldiers seek out inspectors general:

- **Command referred issues** (13/18)
- **Requests for assistance** (114/66) **“I have a problem”**

127/84 issues
brought to IGs

“What walks
through the door?”

*What's going on
throughout the
installation?*

IG trends indicate issues or complaints brought to our office. One can best view IG trends as a snapshot in time of a general impression held by Soldiers, families and Army civilians regarding conduct at their unit. Restated, IG trends reflect more complainants' perception of wrongdoing in their units and reflect less precisely confirmed misconduct.

The vast majority of *issues* IGs resolve by reestablishing communication with unit leadership and by teaching and training Soldiers and units on the regulations governing those issues.

The vast majority of *allegations* return not substantiated.

Top Five Trending Categories Only (in descending order for FY20)

- 1. Command / leadership issues (39/30) ↑**
 - Nonsupport of family (19/9) ↓
 - Counterproductive leadership (0/4) ↑
 - Open door policy (1/3)) ↑
- 2. Personnel management – military (22/14) ↓**
 - Flagging action (4/6) ↑
 - Leave and pass (0/2) ↑
 - Requests for Discharge by Soldier/not punitive (1/2)) ↑
- 3. Personal misconduct (11/13)) ↑**
 - Trainee abuse (0/9)) ↑
- 4. Sexual misconduct (9/4) ↑**
 - Adultery (6/2) ↓
- 5. Ethical misconduct (0/4) ↑**
 - Political activities (0/2) ↑
 - Preferential treatment (0/2) ↑

*Legend: (FY20 Q1/FY21 Q1)
↑ — increased number of assistance requests compared with FY20 Q1
↓ — decreased number of assistance requests compared with FY20 Q1
↔ — same number of assistance requests compared with FY20 Q1

Bottom Line: Most inspectors general spend most of their day solving problems brought to them by Soldiers, Army civilians and family members... it's what we do!

(Data as of January 1, 2020)



Evaluation appeals and corrections

By Sgt. 1st Class Eric J. Ballheimer, assistant inspector general



The Evaluation Appeals and Corrections Program maintains the Army Evaluation Redress Program in accordance with regulations, policy and law. It ensures the fair and even implementation of the Army evaluation. This program consists of the communication process, various regulatory requirements, commander's inquiry, the appeals system, and application to the Army Board for Correction of Military Records. Each element listed above serves a specific function to the Evaluation Report Redress Program.

When exercised, the communication element often eliminates a majority of issues. It affords the rated officer or noncommissioned officer (NCO) a forum for establishing duty requirements and a discussion of actual accomplishments. Leaders are in the best position to counsel, coach and mentor subordinates. Subordinates must have an active role in the counseling process. Leader's coaching should focus on teaching and guiding individuals to bring out enhanced capabilities. Mentorship is the voluntary developmental relationship that exists between a person of greater experience and a person of lesser experience characterized by a mutual trust and respect. Effective communication often eliminates barriers to the communication process.

Regulatory requirements for evaluations redress are in Army Regulation 623-3, chapter 4 and Department of the Army Pamphlet 623-3, chapter 6. The policies, procedures governing submission of evaluation redress, outlined in these regulations, facilitate the process. An official does not have the authority to direct or alter an evaluation report. A rating official may not use command influence to alter the honest evaluation of a rated Soldier. The aggrieved rated officer or NCO must submit an account in writing to the next higher designated rating chain

indicating specific injustices and violations contained in the evaluation report requesting a commander's inquiry. The commander's inquiry does not constitute an evaluation appeal but may support the process. The commander's inquiry provides clarity on the facts contained in the evaluation report, the compliance of the evaluation with policy and procedures established by HQDA, and the conduct of the rated Soldier and members of the rating chain.

After careful consideration, an appeal can be submitted to HRC per the directions indicated on the HRC website at <https://www.hrc.army.mil/content/Evaluation%20Appeals%20and%20Corrections>. Basis for an appeal is, evaluation administrative errors, substantive inaccuracies, or a combination of the two. Minor administrative error corrections will be requested through the Soldiers local administrative office. HQDA Evaluation Appeal Branch will adjudicate other administrative errors. Such errors may include, but not limited to, deviation from the established rating chain, insufficient period of observation by the rating official, errors in the evaluation report period, and errors in the ACFT and/or height and weight. Burden of proof and documentation for Substantive appeals rest with the appellant. Screening of reports occurs to separate claims of administrative error from claims of inaccuracy or injustice of a substantive nature. Timeliness of submission to HQDA Evaluation Appeal Branch is vital for success of an appeal. The appeals branch coordinates with the Army Review Board Agency and the Army Board of Correction for Military Records on evaluation appeal case disposition.

The Inspector General's office can help with guidance on evaluations, such as the processes outlined above. However, as regards assistance to resolve issues, evaluations are an issue that is not

(Continued on page 19)

Once an evaluation is submitted to HQDA, it strictly becomes an appeal process through HRC.

Evaluation appeals and corrections

(continued)

appropriate for this office to address. Our office cannot interfere with the evaluation process, either during its crafting or appeal. This article describes the appeal process that exists. Once an evaluation is submitted to HQDA, it strictly becomes an appeal process through HRC. After all that is complete, our office can review an individual case to ensure that the service member was afforded the due process,

as spelled out in regulation.

Sgt. 1st Class Eric Ballheimer entered active duty as a 13M, multiple launcher rocket system crewmember, in 1992. After a break in service, he reentered active service in 2001 as a 42A, human resources specialist. He has served in various positions including NCOIC at Human Resources Directorate and Defense Threat Reduction Agency. Ballheimer has been serving as an assistant inspector general, in the USAFCEFS Office of the Inspector General since July 2019.

| AR 623-3, Table 4 – 1 Steps in conducting a Commander's or Commandant's Inquiry | | |
|--|-------------------------|--|
| Step | Work center | Action required |
| 1 | Requester | Submit a written request for a Commander's or Commandant's Inquiry indicating specifically the injustices and/or regulatory violations contained in the OER, NCOER, DA Form 1059, or DA Form 1059 – 2 in question. Submit request to a commander above the designated rating chain. Request must be filed no later than 60 days after the rated Soldier's signature date (or senior rater's signature date, if the rated Soldier's signature is omitted). |
| 2 | Commander or commandant | Upon receipt of a request for a Commander's or Commandant's Inquiry, the commander or commandant receiving the request will acknowledge receipt and notify the Soldier. The commander or commandant must verify the status of the OER, NCOER, or AER in question; that is, if the evaluation in question has been submitted and received at HQDA for processing. If the evaluation has been submitted and received at HQDA for processing and not yet filed in the Soldier's AMHRR, the commander or commandant will notify the Evaluations Appeals Office via email with a request to have the evaluation placed in a temporary administrative hold status until completion of the inquiry (see app F). |
| 3 | Commander or commandant | If, after looking into the allegations, no error, violation of the regulation, or wrongdoing is found, advise the individual requesting the inquiry. Take no further action other than ensuring that the evaluation is forwarded to HQDA as expeditiously as possible. If the commander desires, they may retain a written record of the inquiry (for example, a memorandum for record). It is not necessary for the commander to notify HQDA if there are no discrepancies found in the evaluation report. |
| 4 | Commander or commandant | If an error, violation of the regulation, or wrongdoing has occurred and the evaluation has not been forwarded to HQDA, the commander or commandant will return the evaluation with the inquiry results to the senior rater or reviewer, as applicable. The commander or commandant will ask that the report be corrected to account for matters revealed in the inquiry. This will be done with regard for the restrictions on command authority and influence (see paras 1 – 11 and 4-5c). When the report has been corrected, it will be sent to HQDA with no reference to the action taken by the commander or commandant (for example, the OER, NCOER, DA Form 1059, or DA Form 1059 – 2 only is forwarded); the results of the inquiry will remain with the commander. |
| 5 | | If the report has not yet been forwarded to HQDA and the commander or commandant and the rating chain members cannot agree on the need for change in the report, the commander or commandant will forward the evaluation report and the results of the inquiry to the appropriate agency (see app F). The results of the inquiry remain with the evaluation when processed to the Soldier's record. |

Figure 3: Excerpt from AR 623-3 providing steps required in conducting an appeal or corrections inquiry



Online misconduct

By Sgt. 1st Class Adam M. Mays, assistant inspector general



Social media, like it or not, it is part of our everyday lives. Our office recently received calls regarding Solder misconduct online and with social media outlets. Service members and Army civilians, as most everyone else in society

today are either reading, liking, tweeting, sharing, posting, or discussing posts amongst each other around the proverbial water cooler. Along with that reality, the Army has enacted measures for Soldiers to ensure they conduct themselves in a professional manner online. Regulations and policies provide our left and right limits on on-line conduct. We will examine two relevant areas: online misconduct, and inappropriate relationships as it relates to online communication.

Take special note of this excerpt from Army Regulation (AR) 600-20, Army Command Policy, which defines online misconduct as the use of electronic communication to inflict harm. "Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone or other electronic device. Electronic communications include, but are not limited to: text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and Web/video conferencing. Examples of online misconduct include, but are not limited to: hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply 'Think, Type and Post': 'Think' about the message being communicated and who could potentially view it; 'Type' a communication that is consistent with Army values; and 'Post' only those messages that demonstrate dignity and respect for self and others." AR 600-20, para 4-19.a.(5).

Also ensure that your online activity does not violate Department of Defense instruction 1352.06, Handling Dissident and Protest Activities among Members of the Army Forces (Feb. 12, 2012). Service members have a lawful right of expression, as delineated in this instruction. However, this instruction also outlines prohibitions on service members' advocacy or active participation in supremacist, extremist, illegally discriminatory activity or criminal ideology, doctrine or causes. The instruction's prohibitions undoubtedly extend to service members' online activities and participations.

For the training environment, the Army designates violations of delineated "prohibited activities" as punitive, that is, violators could be subject to punishment by UCMJ or other adverse actions. This is specifically pertinent to those relationships between Army trainers and trainees. The only permitted type of relationship between a trainer and trainee is a professional one. "The following are also expressly prohibited: engaging in a personal telephone conversation with a Trainee unrelated to the training mission or an authorized activity and 'friending' or request to be a 'friend' with a Trainee through social media or via a social media-networking website" (TRADOC Regulation (TR) 350-6, Initial Entry Trainee Policy, para 2-5d.(2)). Throughout TR 350-6, it delineates further permissions and prohibitions for service member conduct, on and off line, with an emphasis on treating all individuals with dignity and respect.

Do not misunderstand these citations as a call not to have or express an opinion or not make posts at all. However, if you do decide to participate in social media, on any platform, conduct yourself professionally and in accordance with regulations. As a service member, these regulations govern your behavior on and off duty. Remember, think; type;

(Continued on page 21)

Online misconduct

(continued)

post. Soldiers or government employees who take part or condone inappropriate conduct, on or offline, invite the likelihood of subjection to criminal, disciplinary, and/or administrative action. Anyone that witnesses any type of misconduct are duty-bound to report it to the proper authorities, whether it is their chain-of-command, EO, EEO, SHARP, IG, or Army law enforcement.

Have you ever thought about life after the Army? Sure, we all have. If you think social media will not impact your civilian life, think again. One's actions online may definitely affect their future, as recently evidenced by an incident at Harvard University. Harvard officials inquired about some offensive posts into recently matriculated freshman students in the 2021 class. At least 10 freshman students were told they should not attend their orientation, and about a week later their scholarships were withdrawn. If you think your actions today will not impact

your future, you are mistaken.

Today, activity on social media, and the internet providers of individuals' online post garners visibility ranging from Capitol Hill all the way down to our unit footprint, as well as a vast spectrum within. Leaders need to mentor and train our formations on this issue. Living the Army values and treating people with dignity and respect does not stop when we leave work or take off the uniform. We are in the public's eye at all times and need to remain professional in and out of uniform.

Remember, once something is posted or uploaded to the internet, it is there forever think; type; post.

Sgt. 1st Class Adam Mays entered active duty as a 13B, cannon crewmember, in 2001. He has served in various positions including operations, platoon sergeant, and project manager. Mays has been serving as an assistant inspector general at the USAFCoEFS Office of the Inspector General since April 2017.



THINK ABOUT WHAT MESSAGE IS BEING COMMUNICATED AND WHO COULD POTENTIALLY VIEW IT.

TYPE MESSAGES THAT ARE CONSISTENT WITH OUR U.S. ARMY VALUES.

POST IF THE MESSAGE DEMONSTRATES DIGNITY AND RESPECT FOR SELF AND OTHERS.



Taxes

By Sgt. 1st Class George T. Schwarz, assistant inspector general



It is that time of year: tax season! This year, either as a service member, spouse or Army civilian, there are some key items to consider involving credits, deductions and refunds. Let us review a number of them here.

Recovery Rebate Credit/Economic Impact Payment. Taxpayers who received an Economic Impact Payment, should keep their accompanying Notice 1444, Your Economic Impact Payment, with their 2020 tax records. They may be eligible to claim the Recovery Rebate Credit on their tax year 2020 federal income tax return if: 1) taxpayers did not receive an Economic Impact Payment, or 2) their Economic Impact Payment was less than \$1,200 (\$2,400 if married filing jointly for 2019 or 2018), plus \$500 for each qualifying child they had in 2020.

If a taxpayer did not receive the full amount of the Economic Impact Payment for which they were eligible, they may be able to claim the Recovery Rebate Credit when they file in 2021. Individuals do not need to complete information about the Recovery Rebate Credit on tax year 2020 Form 1040 or 1040-SR when filing in 2021, unless eligible to claim an additional credit amount.

Interest on refunds taxable. Taxpayers who received a federal tax refund in 2020 may have been paid interest. Refund interest payments are taxable and must be reported on federal income tax returns. In January 2021, the IRS will send Form 1099-INT to anyone who received interest totaling \$10 or more.

Charitable deduction changes. New this year, taxpayers who don't itemize deductions may take a charitable deduction of up to \$300 for cash contributions made in 2020 to qualifying organizations. For more information, read Publication 526, Charitable Contributions.

Refunds. The IRS always cautions taxpayers not to rely on receiving a re-

fund by a certain date, especially when making major purchases or paying bills. Some returns may require additional review and processing may take longer. For example, the IRS, along with its partners in the tax industry, continue to strengthen security reviews to help protect against identity theft and refund fraud. Just like last year, refunds for tax returns claiming the Earned Income Tax Credit or Additional Child Tax Credit, cannot be issued before mid-February. This applies to the entire refund, even the portion not associated with these credits.

The Coronavirus and Your Taxes. Oh, so you thought you were done with the coronavirus now that it's 2021? Unfortunately, the coronavirus (and the government's response to it) has created a ripple effect that will be felt when you sit down to file your taxes for last year. Here are some things to keep in mind:

Stimulus Checks. As part of the Coronavirus Aid, Relief, and Economic Security (CARES) Act's \$2 trillion relief package, the government sent up to \$1,200 in the form of a stimulus check to millions of Americans shortly after the pandemic shut most of the country down. The good news is your stimulus check will not count as taxable income. Instead, the government will treat it like a refundable tax credit for 2020. Translation: Your stimulus check is sort of like an advance on money you would have received anyway as part of your tax refund in 2021.

Paycheck Protection Program (PPP) Loans. The CARES Act also tried to help struggling small business owners stay afloat by offering them Paycheck Protection Program (PPP) loans. As long as these loans were used on certain business expenses—payroll, rent or interest on mortgage payments, and utilities, to name a few—these loans were designed to be "forgiven." In December 2020, the IRS announced that any eligible expenses you paid with money from those PPP

(Continued on page 23)

Taxes

(continued)

loans can be deducted from your taxable income. So that is a little bit of good news! But remember, you will have to get your loan forgiveness application approved by the Small Business Administration before you are "off the hook" for the amount you borrowed.

Unemployment Benefits. Many Americans found themselves out of work (at least temporarily) after the pandemic shut down a large part of the economy and turned to unemployment insurance for help. Those who received unemployment benefits will need to pay income taxes on that money. If you chose not to have taxes withheld from your benefits when you signed up, then you will either have to pay quarterly estimated taxes or set aside enough money from your unemployment benefits to pay your taxes come Tax Day.

Educational Expenses: 529 Plans and ESAs. Any money you take out of a 529 plan or Educational Savings Account (ESA) must be used for qualified educational expenses in order to be tax-free. Makes sense. But a lot of schools went remote or cancelled classes this year—which means your college might have refunded some or all of your 529 or ESA money. If that's the case, you have 60 days to put the money back in the account or use it to cover other educational expenses. If you did not, you might have to pay income taxes and a withdrawal penalty. There are also a couple of new ways you can use 529 plans in 2020 without having to pay any taxes. First, you can use 529 plans to pay for the costs of certain apprenticeship programs—including fees, books and supplies. And second, you can also use money from a 529 plan to pay off up to \$10,000 in student loan debt (that is \$10,000 total—not annually) without having to pay any penalties or taxes.

Retirement plans: 401(k)s, IRAs and more. There were a lot of changes to retirement plans in 2020—and some of those changes could impact your tax bill

this year. Let us tackle each of those major changes:

- The CARES Act allows folks under age 59 1/2 to take up to \$100,000 out of their 401(k)s and IRAs up until the end of 2020 without having to pay an early withdrawal penalty. But first, taking money out of your retirement accounts before retirement is a terrible idea—penalty or not. Second, the money you take out of tax-deferred retirement accounts like a traditional 401(k) or IRA will be taxed as ordinary income, so get ready to pay taxes on any withdrawals you make.

- If you own a traditional IRA, you have to take money out of your account once you reach a certain age. Those withdrawals are called required minimum distributions (RMDs). The good news is the SECURE Act pushed back the age for RMDs from traditional IRAs from 70 1/2 to 72 (if your 70th birthday was July 1, 2019 or later). On top of that, the CARES Act allows seniors to skip RMDs altogether in 2020 without penalty. That is huge, because it could lead to significant tax savings for retirees with those accounts since the money that's taken out of a traditional IRA counts as taxable income.

- The SECURE Act also allows owners of traditional IRAs to keep putting money in their accounts past age 70 1/2 starting in 2020. Since the money you put into a traditional IRA is tax deductible, you could lower how much of your income is taxed this year. Just remember: You will have to pay taxes on that money whenever you take it out.

One last thing: If you did take some money out of a 401(k) or traditional IRA and you are facing a huge tax bill, do not panic! You have three years to put those funds back and get a refund on any taxes you paid on that money. And more importantly, it will help you get your retirement savings back

(Continued on page 27)



On-post weapon registration

By Sgt. 1st Class Kenneth M. Prevatt, assistant inspector general



Are you curious about how are you able to register and bring your privately owned weapon (POW) onto Fort Sill? You can find all the requirements in the United States Army Fires Center of Excellence and Fort Sill (USAFCoEFS) Blue Book (Feb. 1, 2021) and Fort Sill Regulation (FS Reg) 190-1, Directorate of Emergency Services, Physical Security and Crime Prevention (Sept. 22, 2020). We will review requirements for POW registration, rules on conceal carry and for proper transportation of POWs laws on federal installations.

Anyone who brings a privately owned weapon onto Fort Sill must register that weapon at the Visitor Control Center prior to entering the installation. This stipulation applies to all people admitted to the installation, who intend to bring a POW with them, whether or not they live on Fort Sill. Army Regulation 190-11 Physical Security of Arms, Ammunition, and Explosives, states that carrying privately owned weapons, explosives, and ammunition on Army installations is prohibited unless authorized by the Senior Commander (para 4-5.a.). Fort Sill's commanding general established, in the USAFCoEFS Blue Book, that all personnel that reside on Fort Sill or those who bring weapons on to Fort Sill must register firearms through their unit commander to the Department of Emergency Services (DES) at the Visitor Control Center. Individuals must complete their POW registration utilizing the FS Form 562 before bringing that weapon on the installation. For those living on post, residents must register their POWs within one day of arrival or purchase.

Do not confuse Fort Sill's location in Oklahoma, a state allowing weapons' open carry and licensed conceal carry, with permission for doing so on the installation. Carrying concealed weapons is strictly prohibited on all Army installa-

tions. The "carrying of a concealed weapon on the installations is prohibited regardless of whether a state or county permit has been obtained" (AR 190-11, para 4-5.a.(2)). This regulation defines a concealed weapon as "any instrument used or designed for the purpose of inflicting grievous bodily harm that is carried on the person in such a way as to be hidden from ordinary view. Folded knives with blades shorter than three inches are excluded from this definition."

After completing your POW registration, you still must adhere to the installation requirements for proper POW transport. Individuals who intend to use and transport their POWs on the installation must familiarize themselves with Army Regulation 190-11, particularly paragraph 4-5.e. This section describes guidelines for proper transportation of privately owned firearms and ammunition onto Army installations. Additionally POW owners may only transport these items in vehicles while traveling in a direct route to and from hunting areas, dog training areas, target ranges, or other locations authorized for POW use by the senior commander. Individuals may not make stops in transit to or temporarily store weapons on post for future retrieval en route to these designated areas. Furthermore, carrying a loaded firearm in a vehicle is prohibited. Individuals must secure their POW in the trunk of their vehicle. Otherwise, for vehicles without a trunk, individuals must secure firearms in a case or container other than the glove compartment and transport them so they are not readily available to the driver or passengers. Additionally you must declare your possession of your registered POW at any installation entry point. "At all times when entering Fort Sill, all personnel must declare to the security guard that they have a weapon in their vehicle and state the purpose of why they are bringing it onto government property" (FS Reg 190-1, D-5.a.).

(Continued on page 27)

Carrying
concealed
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strictly
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ArmyIgnitED

By Sgt. 1st Class Jacob Z. Maxwell, assistant inspector general



The Army highly encourages every service member to continue their education in order to build more competent leaders. When you consider the environmental variation in which service members operate (for example, daily duties in field training, deployments, garrison or an office), it is paramount that each service member, no matter his physical or geographical circumstance, have education resources accessible. For the last 15 years GoArmyEd has been the Army's online resource for tuition assistance (TA) requests, management of Soldiers' college education classes, programs, and a portal providing access to everything the Army Continuing Education System offers. On Feb. 12, 2021, GoArmyEd permanently shut down, leading to the migration of the Army's new education system, ArmyIgnitED.

The new ArmyIgnitED system takes the same principles from the old GoArmyEd system and completely revamped them as well as combines them with other Army Resources such as the Credentialing Opportunities On-Line website. Soldiers can easily select, start and track both their credentialing journey and their benefits and can access more than 1,500 credentials to help them advance their career goals through the new site. Soldiers can also complete multiple credentials and stack them to earn credits toward a degree over time with ArmyIgnitED at a rate that would not have been possible with previously existing platforms. ArmyIgnitED will enhance the user experience by making transactions more intuitive, and will reduce the number of clicks and actions required to process

various requests. It will allow for the implementation of an automated Credentialing Assistance (CA) program, which will mirror the approach taken by the TA program. The new CA/TA process will reduce the touch points of a client's request for funding and enhance the approval process.

Leaders at all levels are responsible for keeping their peers and subordinates privy to new systems and resources that become available over the course of their career. Over the past 15 years, Army Education has grown beyond the capabilities of the GoArmyEd platform. This is the primary reason for the development and launch of ArmyIgnitED. Soldiers currently using TA who do not have an ArmyIgnitED account must create one to continue using TA or to access their TA education history. Soldiers can activate an ArmyIgnitED account by going to www.armyignited.com and selecting "Get Started." Soldiers stationed at Fort Sill that need more information or assistance can go to the Harry S Truman Education Center, 3281 Koehler Loop, or the Fort Sill Welcome Center, 4700 Mow-Way Road, Fort Sill Education Center, or by phone at (580) 442-3201. While each individual may not be interested in furthering their own education, it is instrumental to keep oneself up to date on changing programs and policies in general in order to hold the standard as a well-rounded leader.

Sgt. 1st Class Jacob Maxwell entered active duty in 2012 as a 14E, patriot fire control enhanced operator/maintainer. He has served in various positions including team chief, squad leader, platoon sergeant, and fire direction chief. Maxwell has been serving as an assistant inspector general at the USAFCoEFS Office of the Inspector General since September of 2020



Army subsistence allowance

By Sgt. 1st Class Bradley K. Close, assistant inspector general



Subsistence allowance is an entitlement subject to the conditions set forth in the Financial Management Regulation (FMR). Service members permanently assigned to single government quarters receive subsistence-in-kind (SIK) in

lieu of basic allowance for subsistence (BAS). Commanders have a responsibility to file a claim for missed meals due to mission requirements. Conversely, Soldiers who receive BAS will reimburse the Army through DFAS per the FMR for receiving Government-furnished meals.

In accordance with Department of Defense 7000.14-R, Financial Management Regulation, each member of a uniformed service entitled to basic pay is entitled to subsistence allowances. Generally, Soldiers are authorized one of two types of subsistence allowances, BAS or SIK. Army Regulation 600-38, The Meal Card Management System, defines BAS as a cash allowance, by law payable to officers at all times, to help reimburse them for the expense of subsisting themselves; or enlisted personnel, a cash allowance payable when rations-in-kind are not available; when permitted to ration separately; or when assigned to duty under the emergency conditions where no messing facilities of the United States are available." SIK is defined as "Government meals furnished to the Soldier rather than money in lieu thereof; that is, meals instead of the full BAS entitlement" (Terms).

In accordance with Department of Defense Directive 1428.05 Essential Station Messing (ESM) shall be applied uniformly for all enlisted members permanently assigned to single Government quarters at the same installation, station, base or ship. Exceptions may apply only when assigned duties cause an individual to miss, through no fault of the Soldier, more than 20% of their meals the Government furnishes on a monthly basis.

Service members assigned to ESM shall not have meal charges deducted from pay when on leave, on permanent change of station (PCS) status, in the hospital, or on temporary duty (TAD/TDY) other than TAD/TDY to sea duty, field duty, essential unit messing, or group travel.

AR 600-38 states claims for missed meals are only authorized for meals missed due to mission requirements supported by individual signature headcount records. Meals missed due to personal preference do not qualify for a claim of a missed meal. For qualifying missed meals, AR 600-38 requires that unit commanders submit Department of Defense Form 1475, Basic Allowance for Subsistence Certification, within five working days following the period of missed meals.

In accordance with AR 600-38 unit commanders will effect reimbursement through DFAS pay account collections from all BAS Soldiers participating in field duty. For field duty periods with BAS recipients, DFAS pay account collections will effect reimbursement from the first meal available through the period of training. Leaders will use a Department of the Army (DA) Form 4187, Personnel Action form to initiate collections in accordance with DA Pam 600-8. The DA Form 4187 will indicate the time and date of departure to, and return from, field duty. Leaders must prepare this DA Form 4187 within five workdays following completion of the field duty, forwarding it through the personnel processing organization to DFAS for action.

Commanders and leaders must be familiar and must understand the definitions of subsistence allowance and how it applies to their formations. Claims for missed meals and collections for government provided meals must be prepared within five working days following an exercise. Soldiers should likewise be

(Continued on page 27)

Army subsistence allowance (continued)

Sgt. 1st Class Bradley K. Close

(Continued from page 26)

familiar with their respective subsistence entitlements, as well as understand the respective processes of remuneration or reimbursement, as circumstances dictate.

Sgt. 1st Class Bradley Close entered active duty as a 13M, multiple launcher rocket system crewmember, in 2011. He has served in various positions including platoon sergeant and battalion operations noncommissioned officer. Close has been serving as assistant inspector general at the USAFCEFS Office of the Inspector General since September 2020.

Taxes (continued)

Sgt. 1st Class George T. Schwarz

(Continued from page 23)

on track. It is probably a good idea to reach out to an investment professional who can walk you through the process.

Sgt. 1st Class George Schwarz entered active duty as a 13M, multiple launcher rocket system crewmember, in 2004. He has served in various positions including battalion platoon sergeant, battalion master gunner, and brigade master gunner. Schwarz has been serving as assistant inspector general at the USAFCEFS Office of the Inspector General since April 2020.

On-post weapon registration (continued)

Sgt. 1st Class Kenneth M. Prevatt

(Continued from page 24)

For those living off post, you do not have to register any of your POWs. However, unless you register them for use in the many recreational activities available on post, you will not be permitted to bring them onto Fort Sill for any reason. For more detail and a more exhaustive list regarding the various requirements surrounding privately owned

firearms and other weapons, refer to FS Reg 190-1, Appendix D. To find this, as well as the full library of Fort Sill publications, visit <https://sill-www.army.mil/USAG/publications.html>.

Sgt. 1st Class Kenneth Prevatt entered active duty as a 13B, cannon crewmember, in 2006. He has served in various positions including operations, platoon sergeant and recruiter. Prevatt has been serving as an assistant inspector general at the USAFCEFS Office of the Inspector General since August 2020.

"R-E-S-P-E-C-T!" (continued)

Lt. Col. Cynthia P. Henderson

(Continued from page 3)

Lt. Col. Cynthia P. Henderson entered active duty as a 13A, field artillery officer, in 2000, and transitioned to her control branch of Adjutant General Corps, then 42B, in 2004. She has served in various positions including G1 at 19th Expeditionary Sustainment Command, per-

sonnel accountability division chief at 14th Human Resources Sustainment Command, and executive officer to the Forces Command chief of staff. Henderson has been serving as the command inspector general at the USAFCEFS Office of the Inspector General since September 2020.



For qualifying missed meals, AR 600-38 requires that unit commanders submit Department of Defense Form 1475, Basic Allowance for Subsistence Certification, within five working days following the period of missed meals.

Uniform and appearance updates

By Sgt. 1st Class Julian M. Maez, assistant inspector general



As much of the force may know, the Army implemented recent uniform changes, outlined in the revision of Army Regulation (AR) 670-1, Wear and Appearance of Army Uniforms and Insignia. Throughout the process, the revision committee opinions from senior leaders, medical experts and Soldier feedback. These changes include updates on terminology, and a number of changes to grooming and appearance standards for females in uniform. The Army believes these revisions support the “People First” concept and promote diversity and inclusion. We will discuss highlights for updates to the Army grooming and appearance standards.

In the Jan. 26, 2021, revision, AR 670-1 changed wording identified as offensive or racist along with images for standards’ examples identifying what is and what is not considered standard. This version also reflects some new terminology for grooming and appearance standards. The intent for many of the changes and updates is to promote inclusive grooming standards for female Soldiers. It also clarifies policy for breastfeeding or pumping in uniform and authorizes female Soldiers who are breastfeeding or pumping to wear an optional undershirt. “Soldiers who are breastfeeding/pumping are authorized to wear an optional T-shirt specifically for that purpose (see DA Pam 670 – 1). Soldiers who are actively breastfeeding their child are authorized to unzip or remove the ACU coat...In accordance with 41 CFR 102 – 74.426, on Federal property, a Soldier is authorized to breastfeed anywhere the Soldier and child is otherwise authorized to be.” (AR 670-1, para 3-6.c)

The revision updates guidance on the carrying of bags and backpacks. Changes include “if Soldiers choose to wear a shoulder bag while in uniform ...

Soldiers may carry authorized bags by hand, on one shoulder using a shoulder strap, or over both shoulders using both shoulder straps” but not “in such a manner that the strap is draped diagonally across the body, with the bag resting on the hip opposite the shoulder holding the strap.” (AR 670-1, para 3-7.f)

The new version implements policy for the new Army green service uniform throughout the regulation and even devotes two entire chapters to its wear (chaps 14 and 15). Simultaneously, this version has removed any references to the previously used Universal Camouflage Pattern throughout the document.

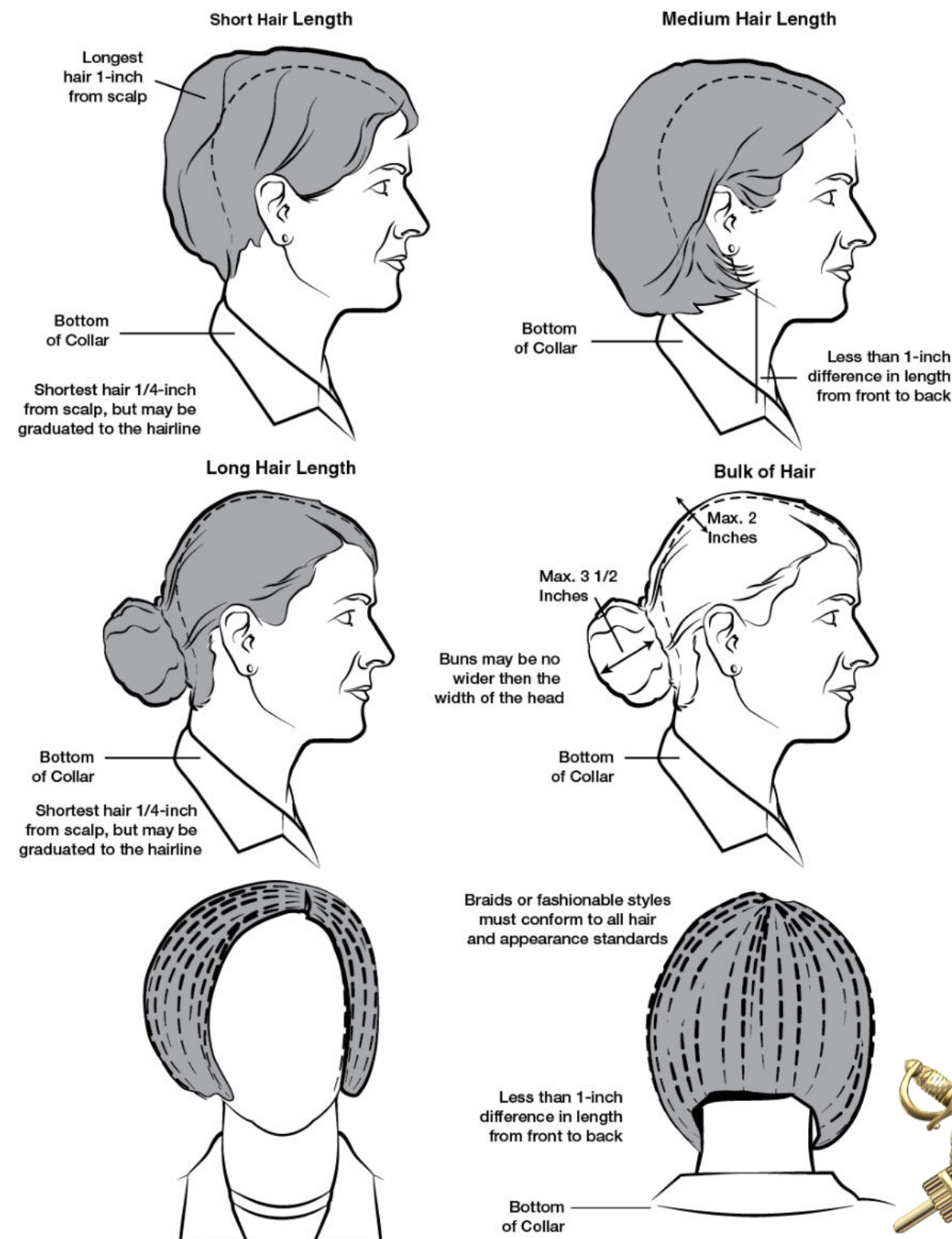
The revision defines and describes in some depth three identified authorized hair lengths (para 3–2.a.(3)(a-c)) for female Soldiers: short, medium, and long length, with the following guidelines. Short hair is length that extends no more than one inch from the scalp (excluding bangs). Hair may be no shorter than one quarter inch from the scalp (unless due to medical condition or injury), but may be evenly tapered to the scalp within two inches of the hair line edges. Bangs, if worn, may not fall below the eyebrows, may not interfere with the wear of all headgear, must lie neatly against the head, and not be visible underneath the front of the headgear. The width of the bangs may extend to the hairline at the temple. Medium hair is length that does not extend beyond the lower edge of the collar (in all uniforms), and extends more than one inch from the scalp. Medium hair may fall naturally in uniform, and is not required to be secured. When worn loose, graduated hair styles are acceptable, but the length, as measured from the end of the total hair length to the base of the collar, may not exceed one inch difference in length, from the front to the back. Layered hair styles are also authorized, so long as each hair’s length, as measured from the

(Continued on page 31)

Uniform and appearance updates

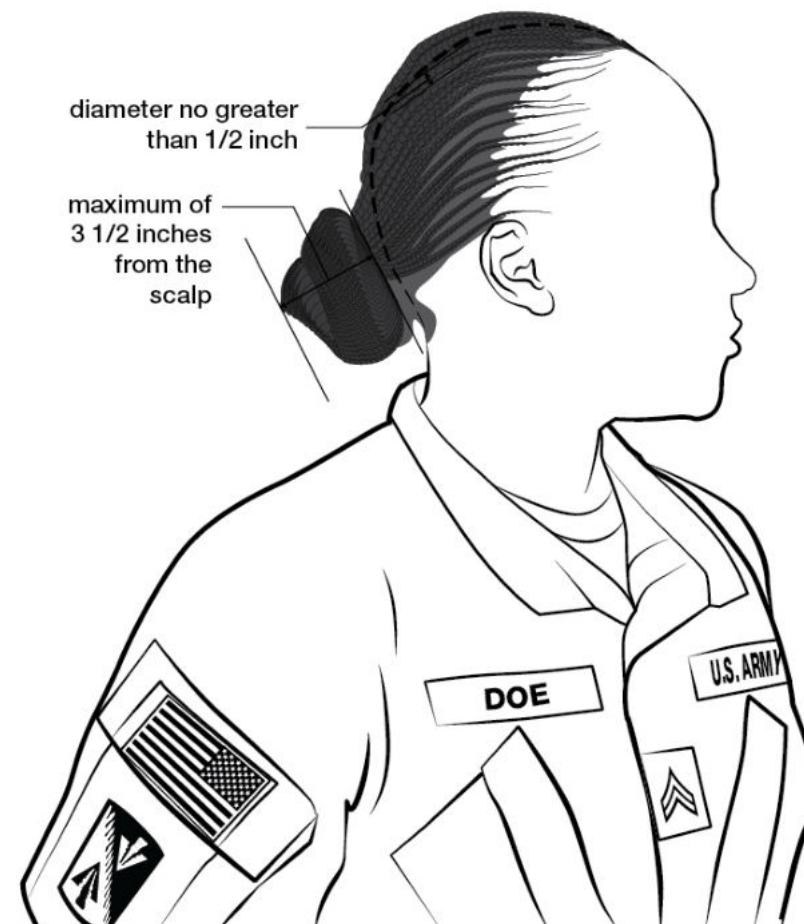
(continued)

Figure 4: AR 670-1, Figure 3-3 Female Hair Standards



Uniform and appearance updates (continued)

Figure 5: AR 670-1, Figure 3-4 Measurement figure



“Female haircuts and hairstyles. The illustrations provided in figure 3 – 4 are intended only to clarify language regarding authorized hair lengths and bulks. The requirements for hair regulations are to maintain uniformity within a military population for female Soldiers while in uniform, or in civilian clothes on duty, unless otherwise specified. Female hairstyles may not be eccentric or faddish and will present a conservative, professional appearance. For the purpose of these regulations, female hairstyles are organized into three basic categories: short length, medium length, and long length hair (see fig 3 – 3).” AR 670-1 3-2.a.(3)

Uniform and appearance updates (continued)

By Sgt. 1st Class Julian M. Maez

(Continued from page 28)

scalp to the hair’s end, is generally the same length giving a tapered appearance. No portion of the bulk of the hair, as measured from the scalp, will exceed two inches. Long length. Long hair is length that extends beyond the lower edge of the collar. Long hair will be neatly and inconspicuously fastened or pinned above the lower edge of the collar. No portion of the bulk of the hair, as measured from the scalp as styled, will exceed two inches (except a bun, which is worn on the back of the head and may extend a maximum of three and one half inches from the scalp and be no wider than the width of the head).

Additional updates and guidelines not indicated in the new DA Pam or AR 670-1 include standards distributed through the Secretary of the Army’s Memorandum for Record, (Feb. 24, 2021), and ALARACT 016/2021 (March 3, 2021). These documents permit females to wear a ponytail or braid in the utility uniform during physical training and tactical operations. These also authorize females to wear a short ponytail in all uniforms if they are unable to form a bun due to length or texture. Female Soldiers will now be authorized to wear

multiple neat in appearance hairstyles at once. All Soldiers, male or female, are permitted to wear clear nail polish and female Soldiers may wear other non-extreme colors, and non-extreme shades of lipstick. In addition, female Soldiers may wear stud earrings while in the Army Combat Uniform. Stud earrings will be no larger than six millimeters or one-quarter inch in diameter and not worn in the cartilage, industrial, transverse lobe, tragus, or conch part of the ear. Also earring will not be worn during field operations or combat environments.

As Army doctrine is revised, Soldiers and leaders must continue to be well versed in order to maintain Team Sill’s high level of excellence. Values, Fitness and Resiliency are three of the commanding general’s top priorities. Discipline in adhering to the stipulations of this regulation, results in the most visible demonstration of maintaining those priorities.

Sgt. 1st Class Julian Maez entered active duty as a 13J, senior fire control sergeant, in 2000. He has served in various positions including DIVARTY fire control sergeant, battalion fire control sergeant and operations sergeant. Maez has been serving as assistant inspector general at the USAFCEFS Office of the Inspector General since April 2020.

Did you know?

All Military and Civilian vehicles WILL STOP at 0600 and 1700, Monday thru Friday, and 0800 and 1700, Saturday and Sunday, for Reveille/Retreat, respectively. Soldiers in uniform will exit the vehicle and render the proper salute; Soldiers out of uniform will exit the vehicle and assume the position of attention, remove headgear with right hand and hold over left shoulder with right hand over heart. Marines will remain in their vehicles and sit at the position of attention. Always consider safety when stopping or exiting your vehicle.

(Fort Sill Blue Book, (1 February 2021, para 3-4.d.).

“Droit-et-Avant”
“Right, then Forward”

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